



SALARY PROJECTION SYSTEM (SPS) RATES / LOOKUP MAINTENANCE

July 2015

The Salary Projection System (SPS) utilizes a number of sources to lookup information for salary projections. The information is put into SPS tables and limits the user to selecting valid options for items from job class codes, salary steps, and retirement system as well as determines the calculation that will be used in a projection. This document is a guide to finding the information utilized by SPS. Information available on the Internet will be listed here as links to the relevant websites. Other information will be made available in tables of this document. Since data is manually entered into SPS, it is important that you report errors or omissions as soon as possible by contacting the Budget Portfolio Systems Help Desk by calling (360) 407-9100 or emailing solutioncenter@watech.wa.gov. Please be prepared to cite a source for the correction. Since the Department of Labor and Industries (LNI) Agency Experience Factor used in SPS is not publicly available, there will not be an available link. Please contact the WaTech Solution Center to inquire about the LNI rate used if necessary.

Salaries

Job Classifications (General Government and Higher Education*) –

<http://www.dop.wa.gov/CompClass/JobClassesSalaries/Pages/default.aspx>

** SPS only includes Higher Education job classes utilized by the Higher Education Coordinating Board*

Salary & Pay Information –

<http://www.dop.wa.gov/CompClass/JobClassesSalaries/Pages/TotalCompensation.aspx>

Compensation Plan –

<http://www.dop.wa.gov/CompClass/Compensation/Pages/CompensatioPlanComponents.aspx>

Salary Schedules –

<http://www.dop.wa.gov/CompClass/Compensation/Pages/SalarySchedules.aspx>

Assignment Pay –

<http://www.dop.wa.gov/CompClass/Compensation/Pages/AssignmentPay.aspx>

Washington Management Service (WMS) Band Limits –

<http://www.dop.wa.gov/SiteCollectionDocuments/CompensationAndJobClasses/Salary%20Schedules/July%202011%20Salary%20Schedules/2011%20Final%20Salary%20Schedules/2011WMSSchedule.pdf>

Exempt Management Service (EMS) Band Limits –

<http://www.dop.wa.gov/SiteCollectionDocuments/CompensationAndJobClasses/Salary%20Schedules/July%202011%20Salary%20Schedules/2011%20Final%20Salary%20Schedules/2011EMSSchedule.pdf>

Cost of Living Adjustment (COLA) Salary Change –

<u>Effective Date</u>	<u>Agency</u>	<u>By Group</u>	<u>Job Class</u>	<u>Percent</u>
09/01/07	045		3000	6.8
09/01/07	048		3000	6.8
09/01/07	055		3000	6.8
09/01/08	045		3000	5.6
09/01/08	048		3000	5.6
09/01/08	055		3000	5.6
07/01/07	All	Represented		3.2
09/01/07	All	Non Represented		3.2
07/01/08	All	Represented		2.0
09/01/08	All	Non Represented		2.0
07/01/15	All	Represented		3.0
07/01/15	All	Non Represented		3.0
07/01/16	All	Represented		1.8
07/01/16	All	Non Represented		1.8
07/01/07	WSP	Commiss Officers/Lt/Capt		4.0
07/01/08	WSP	Commiss Officers/Lt/Capt		4.0
07/01/15	WSP	Troopers/Sergeants		7.0
07/01/15	WSP	Lt/Capt		5.0
07/01/16	WSP	Troopers/Sergeants		3.0
07/01/16	WSP	Lt/Capt		5.0

Valid Salary SubObjects –

<u>SubObject</u>	<u>Title</u>
AA	State Classified
AB	Higher Ed Class
AC	State Exempt
AD	Higher Ed Exempt
AE	State Special
AF	Higher Ed Faculty
AG	Comm SP Officers
AH	Higher Ed Grad Ast
AJ	State Other
AK	Higher Ed Other
AL	Higher Ed Student
AM	I732 COLA
AN	Justice/Judges
AQ	Ferry System
AR	Elected Officials
AS	S/L Buyout
AT	Terminal Leave
AU	OT & Callback
NW	Spec Emp Comp
NZ	Other Grants/Bene

Benefits

<u>Benefit</u>	<u>SubObject</u>	<u>Amount</u>	<u>Unit</u>	<u>Max Salary</u>	<u>Effective Date</u>	<u>End Date</u>
OASI	BA	6.2	percent	102,000.00	01/01/08	12/31/08
OASI	BA	6.2	percent	106,800.00	01/01/09	12/31/11
OASI	BA	6.2	percent	110,100.00	01/01/12	12/31/12
OASI	BA	6.2	percent	113,700.00	01/01/13	12/31/13
OASI	BA	6.2	percent	117,000.00	01/01/14	12/31/14
OASI	BA	6.2	percent	118,500.00	01/01/15	
Health Insurance	BD	561.00	month		07/01/08	06/30/09
Health Insurance	BD	745.00	month		07/01/09	06/30/10
Health Insurance	BD	850.00	month		07/01/10	06/30/12
Health Insurance	BD	800.00	month		07/01/12	06/30/13
Health Insurance	BD	782.00	month		07/01/13	06/30/14
Health Insurance	BD	662.00	month		07/01/14	06/30/15
Health Insurance	BD	840.00	Month		07/01/15	06/30/16
Health Insurance	BD	894.00	Month		07/01/16	

Max Salary Amounts for Social Security –

http://www.socialsecurity.gov/policy/docs/quickfacts/prog_highlights/RatesLimits2015.html

Industrial Insurance Base Rates by Business Type and Risk Classification –

<http://www.lni.wa.gov/ClaimsIns/Files/Rates/2014RatesByBusTypeClassCode.pdf>

Industrial Insurance Base Rates by Risk Classification and Fund –

<http://www.lni.wa.gov/ClaimsIns/Files/Rates/2014RatesByClassCodeFund.pdf>

Retirement Rates –

http://osa.leg.wa.gov/Actuarial_Services/Funding/contribution_rates.htm

<u>Plan Code</u>	<u>Plan Title</u>	<u>Retirement Rate</u>	<u>Effective Date</u>	<u>End Date</u>
J1	Judges	7.50	8/1/1971	
JA	Judges Plan 1	7.81	9/1/2009	6/30/2011
JA	Judges Plan 1	9.57	7/1/2011	8/31/2011
JA	Judges Plan 1	9.75	9/1/2011	3/31/2012
JA	Judges Plan 1	9.58	4/1/2012	6/30/2012
JA	Judges Plan 1	9.71	7/1/2012	6/30/2013
JA	Judges Plan 1	11.69	7/1/2013	8/31/2013
JA	Judges Plan 1	11.71	9/1/2013	6/30/2015
JA	Judges Plan 2	13.68	7/1/2015	
JB	Judges Plan 2	7.81	9/1/2009	6/30/2011
JB	Judges Plan 2	9.57	7/1/2011	8/31/2011
JB	Judges Plan 2	9.75	9/1/2011	3/31/2012
JB	Judges Plan 2	9.58	4/1/2012	6/30/2012
JB	Judges Plan 2	9.71	7/1/2012	6/30/2013
JB	Judges Plan 2	11.69	7/1/2013	8/31/2013
JB	Judges Plan 2	11.71	9/1/2013	6/30/2015

JB	Judges Plan 2	13.68	7/1/2015	
JC	Judges Plan 3	7.81	9/1/2009	6/30/2011
JC	Judges Plan 3	9.57	7/1/2011	8/31/2011
JC	Judges Plan 3	9.75	9/1/2011	3/31/2012
JC	Judges Plan 3	9.58	4/1/2012	6/30/2012
JC	Judges Plan 3	9.71	7/1/2012	6/30/2013
JC	Judges Plan 3	11.69	7/1/2013	8/31/2013
JC	Judges Plan 3	11.71	9/1/2013	6/30/2015
JC	Judges Plan 3	13.68	7/1/2015	
L1	LEOFF Plan 1	0.16	7/1/2008	8/31/2013
L1	LEOFF Plan 2	0.18	9/1/2013	
L2	LEOFF Plan 2	5.24	9/1/2009	6/30/2013
L2	LEOFF Plan 2	5.21	7/1/2013	6/30/2015
L2	LEOFF Plan 2	5.23	7/1/2015	
N2	PSERS	7.85	9/1/2009	6/30/2011
N2	PSERS	8.73	7/1/2011	8/31/2011
N2	PSERS	8.86	9/1/2011	3/31/2012
N2	PSERS	8.74	4/1/2012	6/30/2012
N2	PSERS	8.87	7/1/2012	6/30/2013
N2	PSERS	10.52	7/1/2013	6/30/2015
N2	PSERS	11.54	7/1/2015	
P1	PERS Plan 1	5.31	9/1/2009	6/30/2011
P1	PERS Plan 1	7.07	7/1/2011	8/31/2011
P1	PERS Plan 1	7.25	9/1/2011	3/31/2012
P1	PERS Plan 1	7.08	4/1/2012	6/30/2012
P1	PERS Plan 1	7.21	7/1/2012	6/30/2013
P1	PERS Plan 1	9.19	7/1/2013	8/31/2013
P1	PERS Plan 1	9.21	9/1/2013	6/30/2015
P1	PERS Plan 1	11.18	7/1/2015	
P2	PERS Plan 2	5.31	9/1/2009	6/30/2011
P2	PERS Plan 2	7.07	7/1/2011	8/31/2011
P2	PERS Plan 2	7.25	9/1/2011	3/31/2012
P2	PERS Plan 2	7.08	4/1/2012	6/30/2012
P2	PERS Plan 2	7.21	7/1/2012	6/30/2013
P2	PERS Plan 2	9.19	7/1/2013	8/31/2013
P2	PERS Plan 2	9.21	9/1/2013	6/30/2015
P2	PERS Plan 2	11.18	7/1/2015	
P3	PERS Plan 3	5.31	9/1/2010	6/30/2011
P3	PERS Plan 3	7.07	7/1/2011	8/31/2011
P3	PERS Plan 3	7.25	9/1/2011	3/31/2012
P3	PERS Plan 3	7.08	4/1/2012	6/30/2012
P3	PERS Plan 3	7.21	7/1/2012	6/30/2013
P3	PERS Plan 3	9.19	7/1/2013	8/31/2013
P3	PERS Plan 3	9.21	9/1/2013	6/30/2015
P3	PERS Plan 3	11.18	7/1/2015	

PA	PERS Elected Plan 1	7.89	9/1/2009	6/30/2011
PA	PERS Elected Plan 1	10.53	7/1/2011	8/31/2011
PA	PERS Elected Plan 1	10.80	9/1/2011	3/31/2012
PA	PERS Elected Plan 1	10.54	4/1/2012	6/30/2012
PA	PERS Elected Plan 1	10.74	7/1/2012	6/30/2012
PA	PERS Elected Plan 1	13.71	7/1/2013	8/31/2013
PA	PERS Elected Plan 1	13.73	9/1/2013	6/30/2015
PA	PERS Elected Plan 1	16.68	7/1/2015	
PB	PERS Elected Plan 2	5.31	9/1/2009	6/30/2011
PB	PERS Elected Plan 2	7.07	7/1/2011	8/31/2011
PB	PERS Elected Plan 2	7.08	9/1/2011	6/30/2012
PB	PERS Elected Plan 2	7.21	7/1/2012	6/30/2013
PB	PERS Elected Plan 2	9.19	7/1/2013	8/31/2013
PB	PERS Elected Plan 2	9.21	9/1/2013	6/30/2015
PB	PERS Elected Plan 2	11.18	7/1/2015	
S1	State Patrol Sys 1	6.57	9/1/2010	6/30/2011
S1	State Patrol Sys 1	8.07	7/1/2011	8/31/2013
S1	State Patrol Sys 1	8.09	9/1/2013	6/30/2015
S1	State Patrol Sys 1	8.19	7/1/2015	
S2	State Patrol Sys 2	6.57	9/1/2010	6/30/2011
S2	State Patrol Sys 2	8.07	7/1/2011	8/31/2013
S2	State Patrol Sys 2	8.09	9/1/2013	6/30/2014
S2	State Patrol Sys 2	8.19	7/1/2015	
T1	TRS Plan 1	6.14	9/1/2009	8/31/2011
T1	TRS Plan 1	8.04	9/1/2011	8/31/2012
T1	TRS Plan 1	8.05	9/1/2012	6/30/2015
T1	TRS Plan 1	10.39	7/1/2015	
T2	TRS Plan 2	6.14	9/1/2009	8/31/2011
T2	TRS Plan 2	8.04	9/1/2011	8/31/2012
T2	TRS Plan 2	8.05	9/1/2012	6/30/2015
T2	TRS Plan 2	10.39	7/1/2015	
T3	TRS Plan 3	6.14	9/1/2009	6/30/2011